

MONTHLY

NEWSLETTER

JUNE 2026

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June 14 | 2026

PRESIDENT'S MESSAGE

Dear Esteemed Members,
Building the Healthcare Workforce of Tomorrow



One of the most pressing challenges facing the healthcare sector today is not infrastructure, technology, or even financing—it is the availability of a skilled and sustainable healthcare workforce. Across Tamil Nadu and India, hospitals are grappling with shortages of nurses, technicians, and allied healthcare professionals, even as the demand for quality healthcare services continues to rise.

Nursing, in particular, remains the backbone of patient care. While our state has a strong tradition of nursing education, there remains a significant gap between academic training and the competencies required in modern clinical practice. Rapid advancements in healthcare technology, increasing patient acuity, evolving quality standards, and the growing emphasis on patient safety require nurses to possess specialized skills beyond their foundational education. Unfortunately, structured post-qualification skilling and upskilling opportunities remain inadequate relative to the needs of the healthcare industry.

As healthcare leaders, we must recognize that workforce development is no longer an optional investment—it is a strategic imperative. Hospitals can only deliver safe, high-quality, and patient-centric care when supported by a well-trained and continuously skilled workforce.

In this context, I am pleased to note the efforts being undertaken by the AHPI Tamil Nadu in collaboration with the Tamil Nadu Apex Skill Development Corporation and our skilling partner, EBK Med. Through these partnerships, we are working towards creating structured pathways for skill enhancement, competency-based training, and industry-aligned certification programs for nurses and allied healthcare professionals. These initiatives are designed to bridge the gap between classroom learning and real-world clinical practice, thereby enhancing employability, productivity, and quality of care.

Beyond skilling, healthcare organizations are also navigating a rapidly evolving human resources landscape. Workforce expectations have changed significantly in recent years. Today's healthcare professionals seek not only fair compensation but also career progression, continuous learning opportunities, workplace well-being, and a healthy work-life balance. Retention strategies must therefore move beyond traditional approaches and focus on creating supportive and growth-oriented work environments.

At the same time, the introduction of India's new Labour Codes is expected to bring important changes to employment practices, working hours, social security provisions, wage administration, and compliance requirements. Healthcare institutions must proactively prepare for these reforms while ensuring that operational realities unique to hospitals are adequately represented before policymakers. AHPI Tamil Nadu remains committed to engaging with stakeholders and supporting member hospitals in understanding and adapting to these changes.

The future of healthcare depends on the people who deliver it. Investing in workforce development, strengthening skilling ecosystems, and creating progressive HR policies are essential steps toward building resilient healthcare institutions. As an industry, we must work collectively to ensure that our healthcare professionals are empowered, valued, and equipped to meet the challenges of tomorrow.

Together, let us build not only better hospitals, but also a stronger healthcare workforce for Tamil Nadu and for India.

Warm Regards,

Dr. Sathish Devadoss

President, AHPI Tamil Nadu Chapter

AHPI-TN & Affordplan Webinar on Procurement Optimization



AHPI-TN recently organized an exclusive webinar in collaboration with Affordplan to introduce member hospitals to innovative solutions aimed at optimizing procurement costs and improving financial efficiency. The session showcased *Procalyx*, Affordplan's procurement intelligence platform, and highlighted key insights from procurement data across hospitals in India.

As part of this partnership, *AHPI-TN member hospitals are eligible for complimentary access to the Procalyx platform for six months*, enabling them to benchmark prices, identify savings opportunities, and make data-driven procurement decisions. The initiative reinforces AHPI-TN's commitment to supporting hospitals with practical solutions that enhance operational sustainability while maintaining quality patient care.

Interviewed by:



Ms. Gayathri Sandeep
Vice President, AHPI-TN

INTERVIEW WITH MS. B. BHARATHI REDDY

I try to implement a culture in which we emphasise that screens should never replace eye contact. A doctor must look at the patient before looking at the monitor or reports. Even if a patient has been diagnosed with a terminal illness, compassionate talk goes a long way in putting their anxious



Managing Trustee
Vijaya group of Hospitals
Chennai

minds at rest. In recent years, patients research on the Internet and come to the doctors with all sorts of questions. Although these questions are a tad annoying, I ask our consultants to be considerate when speaking to patients. After all, whatever treatment we offer, they pay for it, and they are the ones who will go through it. Patients vary in temperament and emotional support needs. Understanding them and giving them an appropriate solution is the most important role of healthcare personnel. Technology improves precision. Compassion improves healing. The two must coexist.

7. What were your strategies to adapt to changing patient needs of today making hard decisions to stay relevant in delivering quality healthcare to masses still honouring your family's values in the boardroom

Reflection:

Today's patients are well-informed, digitally aware, and value transparency. Forty years ago, they rarely questioned doctors. Today, they research before walking in.

We adapted by improving communication, upgrading infrastructure, and embracing modern specialities — while holding firmly to ethical billing and patient-first care. Hard decisions were necessary — restructuring departments, investing heavily in new systems, professionalising management. But I never allowed financial growth to overshadow accessibility. Our family values are not displayed on a wall — they are reflected in how we treat a patient who cannot afford treatment.

Our founder's vision was selfless service to society, to every individual. And we carry it forward to the extent possible.

8. On Fulfillment and Joy

Looking back at the thousands of lives your hospital has touched, what is the one moment or achievement that brings you the most personal joy when you close your eyes at the end of the day?

Reflection:

Awards are gratifying. Expansion projects are satisfying. But my greatest joy comes when I see a child who was once critically ill walk back into the hospital years later – healthy, grown, smiling – just to say thank you. In those moments, I feel the quiet confirmation that the long nights were worth it.

The Vijaya Mothers' Milk Bank, which was the pioneering private milk bank I established in Chennai back in 2014, is one such venture close to my heart. It is incredibly rewarding to see the tangible impact this milk bank has had, with over 495 donors, a total of 2372 infants having benefited from access to this life-saving resource as on 19 June 2025.

As Nelson Mandela put it, "Education is the most powerful weapon which you can use to change the world." Another proud moment for me was the establishment of the Vijaya Educational Academy, affiliated with The Tamil Nadu Dr. M.G.R. Medical University, in 2011, fulfilling a long-cherished dream of our visionary founder.

Apart from this, we have been actively involved in community outreach programs. The Vijaya College of Nursing (VCON), which I established in 2018, has adopted a couple of villages, Kizh Nallathur and Alapakkam, in the Thiruvallur district. These programs aim to deliver ideal healthcare solutions to underserved populations, ensuring accessibility and equity in healthcare delivery.

to be continued....

AHPI-TN Insurance Grievance Redressal:

If you have any concerns with Private Insurance / TPAs, you may reach out to us
Ms. Deepika - 96000 06584

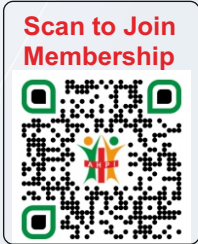
MEMBERSHIP DETAILS

3 YEARS MEMBERSHIP FEES		
1.	0 - 50 Beds	₹7,500 +GST
2.	51 - 100 Beds	₹15,000 +GST
3.	101 - 200 Beds	₹30,000 +GST
4.	More than 200 Beds	₹60,000 +GST

LIFE MEMBER SHIP FEES STRUCTURE		
1.	Less than 100 Beds	₹2,00,000 +GST
2.	101 - 200 Beds	₹3,00,000 +GST
3.	More than 200 Beds	₹5,00,000 +GST
4.	More than 2 Units	₹10,00,000 +GST

ACCOUNT DETAILS

Account Name: AHPI Tamilnadu
Account Number: 50200039785901
Bank Name: HDFC Bank
Branch Name: North Veli Street, Madurai
IFSC Code: HDFC0000123



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